



# Individual Professional Development Plan

Aka: The IPDP

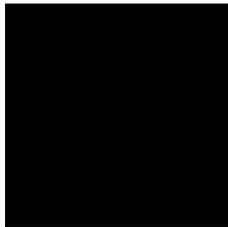


## Your Plan for the Future



## What is an IPDP?

It is your guide to meaningful professional development to improve your professional practice and student learning.



Your IPDP goals and corresponding professional development activities should result in new learning and continuous growth for you as an educator.



## The IPDP:

- Becomes the foundation of your relicensure portfolio
- Should be reviewed on a regular basis and revised or amended if needed through your L/RSB
- Must be approved by your L/RSB (if employed by a district served by a Board or through the Office if not under the jurisdiction of a Board)

- Should be on file with your L/RSB within six (6) months of employment (if coming from another district)
- Should be developed with your L/RSB within six (6) months of employment
- Is **your responsibility**: to create, to understand, to follow, to review, to document, and to know its location!!!!!!



## Developing an IPDP The Basic Outline

### Step 1: Self Assessment

Collect and analyze student data

Analyze your practice using the ***Five Standards for Vermont Educators***

Analyze your practice using the knowledge and performance standards of your endorsement(s).



### Step 2

Develop goals to improve student learning by strengthening your practice and aligning with school/district initiatives or action plans.

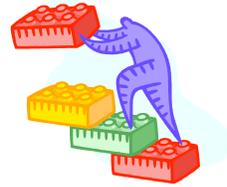




## Step 3

Plan professional development to meet goals.

See Activities that Qualify for Professional Development Credit Sheet  
(aka the green sheet/grid)



## Step 4

Implement your new learning and review your IPDP regularly to determine if it should be amended or revised.



## The Actual IPDP!!!!

After reviewing and reflecting on your practice, student data, school initiatives, the knowledge and performance standards of your endorsement(s), and the ***Five Standards for Vermont Educators*** you should be ready to develop your IPDP according to the SMART goal format.

### ***Five Standards for Vermont Educators***



What are they?



- **Learning**  
Each Vermont educator is knowledgeable about the standards for his/her professional endorsement(s). Each educator continues to acquire new learning in the content of his/her endorsement(s) and reflects this new learning in professional practice.
- **Professional Knowledge**  
Each Vermont educator continues to acquire knowledge in best practices in teaching and the learning process, so as to improve learning opportunities for all students.



- **Colleagueship**

Each Vermont educator works collaboratively with colleagues at local, state, and/or national levels to improve student learning through implementation of national professional standards, Vermont's Framework of Standards and Learning Opportunities, district goals, and school goals and/or action plans.

- **Advocacy**

Each Vermont educator works to improve the educational health of Vermont learners, and promotes fairness and equity for all students and members of the educational community. The educator engages the family and the community in partnerships to promote student learning.



- **Accountability**

Each Vermont educator carries out professional responsibilities ethically. Each educator demonstrates professional growth over time in each of the Five Standards for Vermont Educators and in the competencies for his/her endorsement(s). This growth is documented through a professional portfolio that includes evidence of rigorous professional development, reflective practice, and adaptation of practice to improve student learning. In addition, a portion of each educator's IPDP and professional portfolio is connected to his/her school's initiatives for improving student learning.



## What does S.M.A.R.T. mean?

- **S** – **Specific** – identify what will happen
- **M** – **Measurable** – clear indicators of success
- **A** – **Attainable** – can be accomplished with available resources
- **R** – **Relevant** - something needed or want to do
- **T** – **Time-bound** – when the goal will be met

## Goals:

- At least one goal must address the knowledge and performance standard of your endorsement(s)
- At least one goal must align with your school's/district's improvement initiatives or your school's action plan
- Goals must address the ***Five Standards for Vermont Educators*** and the sixteen (16) principles found within them

# The IPDP and the Portfolio

ARE CONNECTED, INTERTWINED, and  
ONGOING!!!!!!!



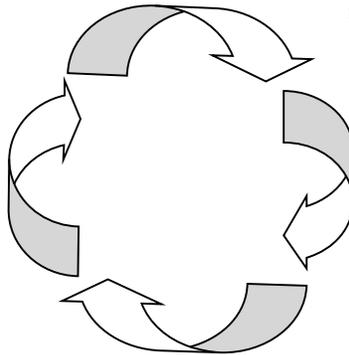
## The Portfolio: A Cycle of Professional Growth and Learning

Start here:  
Self-assess using student data, *Five Standards for Vermont Educators*, and your endorsement competencies.

Select another goal from your IPDP and go through the cycle again!  
**OR**

If it's time to renew your license, develop a new IPDP for the next 7 years. Submit your portfolio to your L/RSB.

Reflect, in writing, upon the impact your new learning has had on your practice and student learning. Demonstrate that you've met your IPDP goals and addressed your endorsement competencies and the Five Standards.



Implement your new learning with your students and study the effect upon their learning

Develop your IPDP goals and plan your professional development to meet your students' needs, your endorsement competencies, and your school's improvement initiatives.

Participate in professional development.  
Practice what you learn.

Arrange for feedback and coaching.  
Reflect on your learning.

## The IPDP



It's all about the goal !

Professional development that  
improves teaching and  
learning:



- Is self –directed
- Is standards based
- Includes targeted learning and reflective practice

## Self-Assessment



- Analysis of practice using the knowledge and performance standards of the endorsement(s)
- Analysis of practice using the *Five Standards for Vermont Educators*
- Analysis of classroom data

Self – directed and standards based

## SMART Goals created



- Specific – what will happen
- Measurable – clear indicators of success
- Attainable – can be accomplished with available resources
- Relevant – something needed or you want to do
- Time-bound – when the goal will be met

## Goals connect with and integrate



- Classroom data
- School initiatives
- The Endorsement(s)
- *The Five Standards for Vermont Educators*

Targeted learning

## The Portfolio includes:



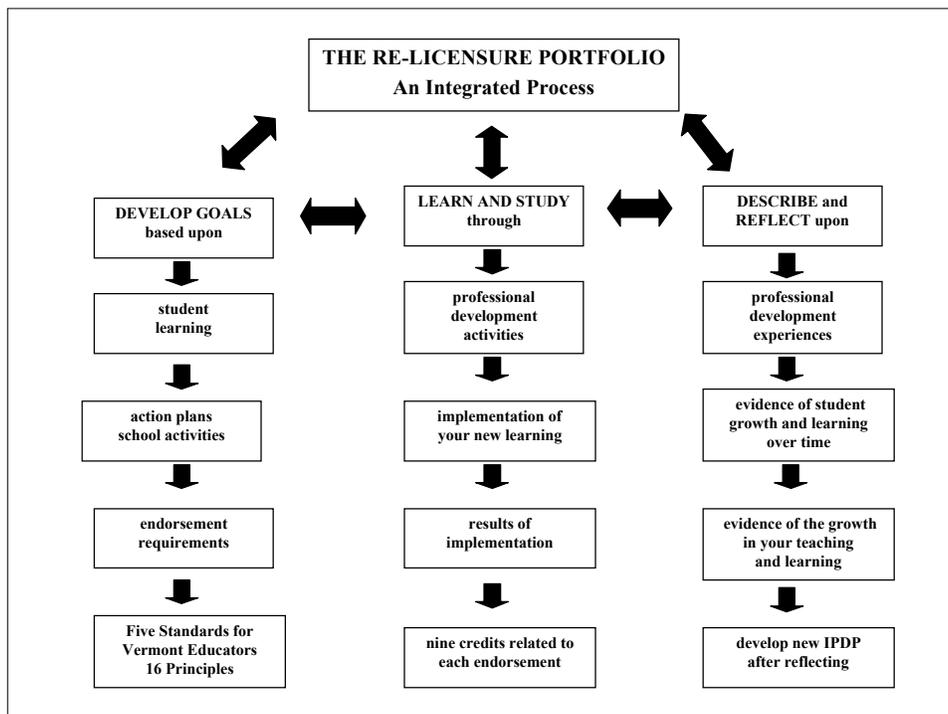
- Reflection on the **IPDP goals**:
- The impact of the professional development upon practice
- Reflective choice of artifacts for documentation

Reflective practice

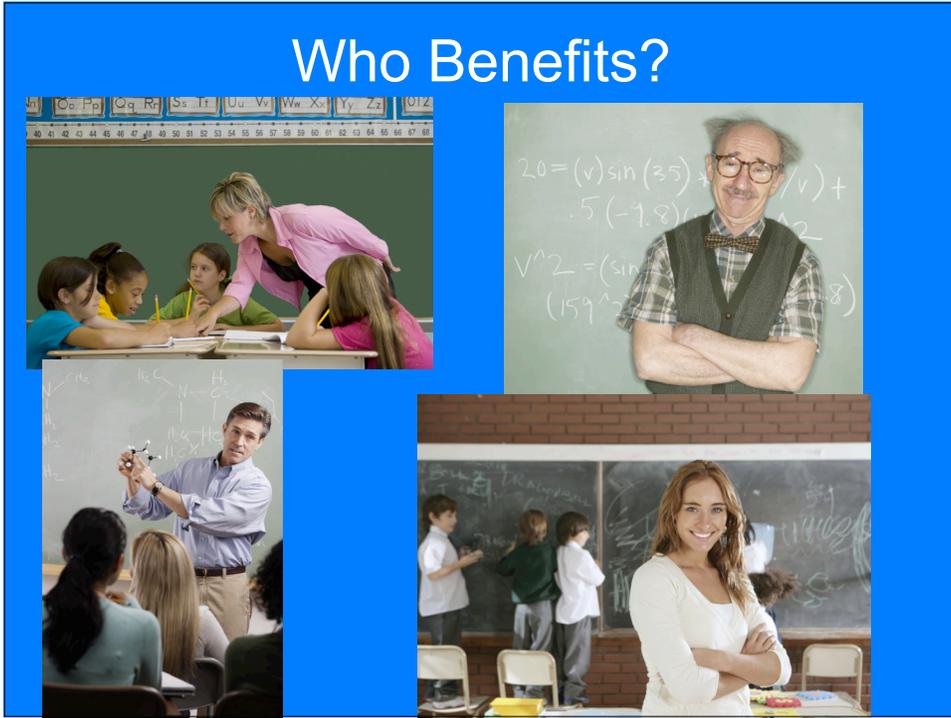
## Remember !



- The Five Standards are **integrated** within the goals.
- In the portfolio, **reflection** is on the **goal** and the **impact** that professional development had on practice.



# Who Benefits?



You, the educator, benefit and

your students benefit, our future!!!



The following Department of Education websites are resources for the relicensing process:

**Educator Licensing**

<http://education.vermont.gov/new/html/maincert.html>

**Licensing Regulations and Endorsements**

[http://education.vermont.gov/new/html/licensing/regulations\\_endorsements.html](http://education.vermont.gov/new/html/licensing/regulations_endorsements.html)

***The Vermont Relicensing Process... A Handbook for Educators***

[http://education.vermont.gov/new/pdfdoc/prodev/educators\\_handbook\\_06\\_rev\\_0306.pdf](http://education.vermont.gov/new/pdfdoc/prodev/educators_handbook_06_rev_0306.pdf)

***Five Standards for Vermont Educators: A Vision for Schooling***

[http://education.vermont.gov/new/pdfdoc/pgm\\_prostandards/vsbpe/five\\_standards\\_03.pdf](http://education.vermont.gov/new/pdfdoc/pgm_prostandards/vsbpe/five_standards_03.pdf)

**Activities that Qualify for Professional Development Credit**

[http://education.vermont.gov/new/pdfdoc/licensing/forms/renewal\\_non\\_lsb/prodev\\_activities.pdf](http://education.vermont.gov/new/pdfdoc/licensing/forms/renewal_non_lsb/prodev_activities.pdf)

**Professional Development: Department of Education**

<http://education.vermont.gov/new/html/mainprodev.html>

**Vermont Institutes**

<http://www.vermontinstitutes.org/>